

**INDIVIDUAL APPLICATION FOR HOURS DEVIATION  
FOR 16- AND 17-YEAR-OLD MINORS**

Michigan Department of Labor & Economic Growth  
Wage & Hour Division  
7150 Harris Drive, P.O. Box 30476  
Lansing, MI 48909-7976  
Telephone: 517.322.1825  
www.michigan.gov/wagehour



**Approval Date:** \_\_\_\_\_

**Expiration Date:** \_\_\_\_\_

AUTHORITY: Act 90, Public Acts of 1978 as amended. The Department of Labor & Economic Growth will not discriminate against any individual because of race, religion, age national origin, color, marital status, handicap or political beliefs.

**EMPLOYER INFORMATION**

IMPORTANT: Deviation of hours cannot be granted unless this form is completed and returned for review and approval. If approved by the Department, the deviation is valid for the purpose indicated. An adult supervisor must be present during the period of time during which the minor works.

Business Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Corporate Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Detailed duties to be performed by minor: \_\_\_\_\_

Address where minor will work the deviated hours if approved by the Department:

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ County: \_\_\_\_\_

- During the period the employee **attends school**, the business listed above requests approval to employ the named employee before the hour of 6:00 a.m. or after the hour of 10:30 p.m. as follows:

Sunday through Thursday: \_\_\_\_\_ Friday & Saturday: \_\_\_\_\_

- The business requests approval to employ the named employee, not attending school, during the following hours before 6:00 a.m. or after 11:00 p.m.: \_\_\_\_\_

\_\_\_\_\_  
Signature of Employer or Representative

\_\_\_\_\_  
Title

\_\_\_\_\_  
Print Name of Employer or Representative

\_\_\_\_\_  
Date Application Signed

## Employee Information

---

Minor's Name (Please Print)

---

Date of Birth

---

Social Security No.

---

## Statement Of School Attendance

NOTE: This section must be completed, or a copy of the minor's work permit attached to this form.

The above named minor attends school \_\_\_\_\_ hours per week.

---

Name and Address of School Attended by Minor

---

Signature of School Representative

---

Date

---

## Parental/Legal Guardian Permission Statement

I give my permission for \_\_\_\_\_ to work the deviated hours indicated on this application.

---

Signature of ☐ Parent or ☐ Legal Guardian (Indicate One)

---

Date

---

---

Print or Type Name of Parent or Legal Guardian

---

Home Telephone Number

---

Work Telephone Number

---

By signing this form the employer certifies that all statements in this application are true and that:

1. Records will be maintained on the premises where the minor is employed, certifying that work hours do not exceed 48, and that combined school and work hours do not exceed 48 hours.
2. The employment of all minors at this establishment will comply with the provision of Act 90.
3. Records required by Act 90 will be maintained and made available for inspection by an authorized representative of the department.

Any minor employed under the provisions of this deviation shall not be employed:

1. For more than 6 days in one week.
2. For a period longer than a weekly average of 8 hours per day.
3. More than 10 hours in one day, or 48 hours in a week, school and work combined.
4. For more than 5 hours continuously without a 30 minute meal or rest break.
5. In violation of any Michigan Department of Labor & Economic Growth standard.

A Parent or Guardian may deny or revoke approval for the minor to work the deviated hours requested.

An employer may request a hearing to review a modification or denial by submitting written notice to the department. Upon receipt of the written appeal, a hearing will be scheduled before an administrative law judge, providing the employer an opportunity to justify the deviation.

THIS APPROVAL DOES NOT APPLY IF FEDERAL LAW OR A MUNICIPAL ORDINANCE  
ESTABLISHES A MORE RESTRICTIVE HOURS STANDARD.